



# NOTICE TO EMPLOYEES

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## **Employee's Rights to Reasonable Accommodations for Disabilities Due to Pregnancy**

Chapters 547 and 548 of the 2013 Acts of the Maryland General Assembly and State Government Article § 20-609 requires an employer, if the employee requests a reasonable accommodation for a disability caused or contributed to by pregnancy, to explore with the employee all possible means of reasonably accommodating the disability, including changing the employee's job duties; changing the employee's work hours; relocating the employee's work area; providing mechanical or electrical aids; transferring the employee to a less strenuous or less hazardous position; or providing leave. Reasonable accommodations shall not impose an undue hardship on the employee's employer.

Under the law, disabilities caused or contributed to by pregnancy or childbirth, are temporary disabilities for all job-related purposes; and shall be treated as temporary disabilities under any health or temporary insurance or sick leave plan available in connection with an employer. Thus, any written and unwritten employment policies and practices involving matters such as the commencement and duration of leave, the availability of extensions of leave, the accrual of seniority and other benefits and privileges; reinstatement, and payment under any health or temporary disability insurance or sick leave plan, formal or informal, shall be applied to disabilities due to pregnancy or childbirth on the same terms and conditions as they are applied to other temporary disabilities.

An employer may require certification from an employee's health care provider regarding the medical advisability of a reasonable accommodation to the same extent certification is required for other temporary disabilities. The certification shall include: date a reasonable accommodation is medically advisable; probable duration; explanation as to the medical advisability of the reasonable accommodation.

If you are a DHMH employee and believe that your rights have been violated or would like additional information on Reasonable Accommodations for Disabilities Due to Pregnancy, you may contact:

- Your immediate supervisor or Human Resources Representative
- Equal Access Compliance Unit, Office of Equal Opportunity Programs, 201 West Preston Street, Room 422-H, Baltimore, Maryland, 21201, 410-767-6600, [www.dhmh.maryland.gov/OEOP](http://www.dhmh.maryland.gov/OEOP)
- Maryland Commission on Civil Rights, 6 St. Paul Street, Suite 900, Baltimore, Maryland, 21202, 410-767-8600, [www.mccr.maryland.gov](http://www.mccr.maryland.gov)
- Equal Employment Opportunity Commission, 10 South Howard Street, Third Floor, Baltimore, Maryland, 21201, 1-800-669-4000, [www.eeoc.gov](http://www.eeoc.gov)